



House of Representatives

General Assembly

File No. 536

January Session, 2003

Substitute House Bill No. 6600

House of Representatives, April 24, 2003

The Committee on Education reported through REP. GIANNAROS of the 21st Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING CAREER LADDER PROGRAMS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 Section 1. (NEW) (*Effective from passage*) (a) The Office of Workforce
2 Competitiveness, in consultation with the Permanent Commission on
3 the Status of Women, shall, within available appropriations, establish a
4 Connecticut Career Ladder Advisory Committee which shall promote
5 the creation of new career ladder programs and the enhancement of
6 existing career ladder programs for occupations in this state with a
7 projected workforce shortage, as forecasted by the Office of Workforce
8 Competitiveness pursuant to section 4-124w of the general statutes.
- 9 (b) The Connecticut Career Ladder Advisory Committee shall be
10 comprised of the following thirteen members: (1) The Commissioners
11 of Education, Higher Education and Public Health, or their designees;
12 (2) the Labor Commissioner, or a designee; and (3) the following
13 public members, all of whom shall be selected by the Office of
14 Workforce Competitiveness, in conjunction with the Permanent

15 Commission on the Status of Women, and knowledgeable about issues
16 relative to career ladder programs or projected workforce shortage
17 areas: (A) One member with expertise in the development of the early
18 childhood education workforce; (B) one member with expertise in job
19 training for women; (C) one member with expertise in the
20 development of the health care workforce; (D) one member with
21 expertise in labor market analysis; (E) one member representing health
22 care employers; (F) one member representing early childhood
23 education employers; and (G) three members with expertise in
24 workforce development programs.

25 (c) All appointments to the advisory committee shall be made no
26 later than October 1, 2003. Any vacancy shall be filled by the
27 appointing authority. Members shall serve two-year terms and no
28 public member shall serve for more than two consecutive terms.

29 (d) The advisory committee shall elect two cochairpersons from
30 among its members. The advisory committee shall meet at least
31 bimonthly. Members of the advisory committee shall serve without
32 compensation, except for necessary expenses incurred in the
33 performance of their duties.

34 (e) For purposes of this section and section 2 of this act, "career
35 ladder" means any continuum of education and training that leads to a
36 credential, certificate, license or degree and results in career
37 advancement or the potential to earn higher wages in an occupation
38 with a projected workforce shortage, as forecasted by the Office of
39 Workforce Competitiveness pursuant to section 4-124w of the general
40 statutes.

41 Sec. 2. (NEW) (*Effective from passage*) Not later than February 1, 2004,
42 the Office of Workforce Competitiveness, in conjunction with the
43 advisory committee established pursuant to section 1 of this act, shall
44 (1) develop a three-year plan for the creation or enhancement of career
45 ladder programs for occupations in early childhood education, child
46 care, health care or any other occupation in this state with a projected
47 workforce shortage for the following five years, and (2) report, in

48 accordance with the provisions of section 11-4a of the general statutes,
49 to the joint standing committee of the General Assembly having
50 cognizance of matters relating to higher education and employment
51 advancement on the development of such plan.

This act shall take effect as follows:	
Section 1	<i>from passage</i>
Sec. 2	<i>from passage</i>

HED *Joint Favorable Subst. C/R*

ED

ED *Joint Favorable Subst.*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note**State Impact:**

Agency Affected	Fund-Type	FY 04 \$	FY 05 \$
Office of Workforce Competitiveness	GF - Cost	Potential Minimal	Potential Minimal
Permanent Commission on the Status of Women	GF - None	None	None
Various	GF - None	None	None

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires the Office of Workforce Competitiveness (OWC), in consultation with the Permanent Commission on the Status of Women, to establish a Career Ladder Advisory Committee. Members from various state agencies in addition to members of the public will serve on the committee. A minimal cost due to the committee's activities may be incurred by OWC, however, it is anticipated that no additional resources will be necessary. In addition, OWC (in conjunction with the advisory committee) will be able to establish the plan and report to the committee of cognizance without requiring additional resources.

OLR Bill Analysis

sHB 6600

AN ACT CONCERNING CAREER LADDER PROGRAMS**SUMMARY:**

This bill requires the Office of Workforce Competitiveness (OWC) to establish a Connecticut Career Ladder Advisory Committee to promote new, and enhance existing, career ladder programs for occupations in the state with a projected worker shortage, based on the office's forecast. OWC must do this within available appropriations and in consultation with the Permanent Commission on the Status of Women.

By February 1, 2004, the bill requires OWC, in conjunction with the committee, (1) to develop a three-year plan to create or enhance career ladder programs for occupations in early childhood education, child care, health care, or other occupations in the state with projected worker shortages for the following five years and (2) submit a report to the Higher Education and Employment Advancement Committee on the program's establishment and advancement. It must also file copies with the Senate and House clerks and the Office of Legislative Research.

The bill defines "career ladder" as any continuum of education and training that leads to a credential, certificate, license, or degree and results in career advancement or the potential to earn higher wages in an occupation with a projected workforce shortage, forecasted by OWC.

EFFECTIVE DATE: Upon passage

CONNECTICUT CAREER LADDER ADVISORY COMMITTEE

The 13-member committee consists of the Education, Higher Education, Labor, and Public Health commissioners, or their designees, and 10 public members selected by OWC, in conjunction with the commission, who know about career ladder program issues or projected workforce shortage areas, as follows: three with workforce

development expertise; one each with expertise in developing an early childhood education workforce, job training for women, developing a health care workforce, and labor market analysis; and one member each representing health care employers and early childhood education employers.

Members must be appointed by October 1, 2003. The committee must elect two of its members as chairpersons; it must meet at least bimonthly. Members serve two-year terms and may not serve more than two consecutive terms. They serve without compensation, except for necessary expenses incurred performing their duties. Appointing authorities fill vacancies.

BACKGROUND

Office of Workforce Competitiveness

OWC is within the Office of Policy and Management for administrative purposes. It is the governor's principal workforce development policy advisor, and it acts as a liaison between the governor and other government entities for workforce development matters. OWC coordinates the state's implementation of the 1998 federal Workforce Investment Act and establishes related methods and procedures. It also coordinates state agencies' workforce development activities.

By law, OWC, with the Labor Department's assistance, must submit annual reports to the governor and specified legislative committees. The reports must forecast workforce shortages in occupations in the state for the next two- and five-year periods. OWC must also recommend (1) ways to generate enough workers to meet identified workforce needs, including scholarship, school-to-career, and internship programs and (2) methods industry and secondary and higher education may use to address these needs. The first report was due by October 1, 2002.

COMMITTEE ACTION

Higher Education Committee

Joint Favorable Substitute Change of Reference

Yea 21 Nay 0

Education Committee

Joint Favorable Substitute

Yea 23 Nay 3